

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR TILLAMOOK COUNTY, OREGON**

FILED

In the Matter of Ordering a Reduction)
Of Economic Conditions For Non)
Union County Employees During Fiscal)
Year 2009-2010.)

ORDER #09- 030

APR 8 2009
10:00am
TASSI O'NEIL
COUNTY CLERK

This matter came before the Board of Commissioners for Tillamook County, Oregon, on the 6th day of April, 2009 at the request of David Dickman, Director of Human Resources.

The Board being fully apprised of the matters herein, finds as follows:

1. The Tillamook County Personnel Policies and Procedures permit this declaration at the discretion of the Board of Commissioners, and
2. The County has entered into agreements with union represented employees of the County to modify and reduce certain economic conditions provided by contract, policy or practice, and
3. That it is in the interest of the County at this time to equitably distribute economic reductions to all County employees.

NOW THEREFORE, IT IS HEREBY ORDERED that the Human Resources Director is to make the following changes to policy or practices for Fiscal Year 2009-2010 as it relates to non-union hourly and salaried employees:


1. Non-Union employees of Tillamook County will not receive a cost of living adjustment to their compensation during Fiscal Year 2009-2010.
2. Salaried employees of the County shall have reduction of salary equivalent to eleven Mandatory Days Off Without Pay (MDOWP) as agreed to with the AFSCME Union. For salaried employees this is a 4.2% reduction of the salary pay table.
3. Non Union Hourly employees of the County shall have an equivalent and corresponding number of days off without pay or established as a shortened work week by the conditions agreed to with the AFSCME Union. The Mandatory Days Off without Pay for Fiscal Year 2009-2010 are the second Friday of the months of July, August, September, October, November, January, February, March, April, May and June.
4. The County's VEBA contribution of \$100.00 per month for non union employees shall be reduced to \$45.00 per month effective July 1, 2009.

5. The reductions specified by this Order shall not adversely affect calculation for future pension benefits, cause a break in service to the employee, alter the usual leave accrual schedule or add any length to employee probationary periods.
6. This Order does not apply to Elected Officials.

DATED this 6th day of April, 2009.

BOARD OF COUNTY COMMISSIONERS
FOR TILLAMOOK COUNTY, OREGON

Aye	Nay	Abstain/Absent
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Tim Josi, Chair

<u>✓</u>	<u> </u>	<u> 1 </u>
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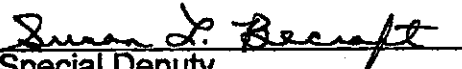

Mark Labhart, Vice-Chair

<u>✓</u>	<u> </u>	<u> 1 </u>
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Charles J. Hurliman, Commissioner

<u>✓</u>	<u> </u>	<u> 1 </u>
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ATTEST: Tassi O'Neil, County Clerk

By: 
Special Deputy

APPROVED AS TO FORM:


William K. Sargent, County Counsel

